DOCUMENT RESUME

ED 386 966 HE 028 502

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TITLE	Salary-Trend Studies of Faculty for the Years 1991-92 and 1994-95 in the Following Academic Disciplines/Major Fields: Accounting...Foreign Languages and Literatures.
INSTITUTION	Appalachian Consortium, Inc., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE	95
NOTE	343p.; For related documents, see HE 028 501-503. For earlier salary trends, see ED 381 115-116.
PUB TYPE	Reports - Research/Technical (143)
EDRS PRICE	MF01/PC14 Plus Postage.
DESCRIPTORS	Academic Rank (Professional); Accounting; Anthropology; Area Studies; Biological Sciences; Business Administration; Business Administration Education; Chemistry; *College Faculty; Computer Science; Counseling; Counselor Training; Cross Cultural Studies; Drama; Economics; Engineering; English; English Literature; Higher Education; Information Science; *Intellectual Disciplines; Marketing; Second Languages; Secretaries; Teacher Education; *Teacher Salaries; Theater Arts; *Trend Analysis

ABSTRACT

This volume provides comparative trend data for faculty salaries in public and private colleges and universities, based on two surveys, one of public and the other of private senior colleges and universities. For those institutions (223 public and 345 private) participating in both 1991-92 and 1994-95 surveys, trend data are provided. For each discipline, a summary article provides a definition of the discipline and information on average salaries by rank, including "new assistant professor" and the faculty mix percentage. Comparisons are made between the two study years and with the consumer price index. Appended to each article are a list of all 41 disciplines surveyed and lists of public and private institutions participating in the specific discipline focused on in the summary article. Data and summary articles are provided for the following disciplines/major fields: accounting; administrative assistant/secretarial science (general); anthropology; area, ethnic, and cultural studies; biological sciences/life sciences; business administration and management (general); business management and administrative services; business/managerial economics; business marketing and marketing management; chemistry (general); communications; computer and information sciences; counselor education/student counseling and guidance services; drama/theater arts (general); economics (general); education; engineering; engineer (related technologies); English language and literature; and foreign languages and literatures. (DB)

ED 386 966

SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1991-92 AND 1994-95 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

Accounting; Administrative Assistant/Secretarial Science, General; Anthropology; Area, Ethnic, and Cultural Studies; Biological Sciences/Life Sciences; Business Administration and Management, General; Business Management and Administrative Services; Business/Managerial Economics; Business Marketing and Marketing Management; Chemistry, General; Communications; Computer and Information Sciences; Counselor Education/Student Counseling and Guidance Services; Drama/Theater Arts, General; Economics, General; Education; Engineering; Engineering- Related Technologies; English Language and Literature/Letters; and, Foreign Languages and Literatures

by

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HE 028 562

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SALARY-TREND STUDIES OF FACULTY
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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1994-95. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1991-92 and 1994-95 surveys were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines/major fields, 20 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 20 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95 for both public and private participating institutions. Of the 290 public institutions which participated in CUPA's public survey of 1991-92, 223 also participated in the 1994-95 survey. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's private survey of 1991-92, 345 also participated in the 1994-95 survey. Data from those same 345 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 20 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 20 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1991-92 and 1994-95) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 41 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including accounting. The _CIP_ defines the discipline/major field of accounting as,

> An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for-profit, public, and non-profit organizations.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 189--52.0301).]

This article summarizes the overall average salary increases in the discipline/major field of accounting for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of accounting for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.6 for associate professors of accounting in the 1991-92 public study means that 29.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.25 for associate professors in the discipline/major field of accounting in the 1991-92 public study means that their average salary is 25 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of accounting with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PUBLIC 1991-92: MAJOR FIELD: ACCOUNTING																		
AVERAGE SALARY:	62459	436	123	52004	473	142	46272	551	146	52007	78	57	29762	138	66	50959	1598	163
FAC MIX PCT:	27.3%			29.6%			34.5%			4.9%			8.6%			100.0%		
SALARY FACTOR:	1.19			1.25			1.34			1.53			1.14			1.21		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
PUBLIC, 1994-95: MAJOR FIELD: ACCOUNTING																		
AVERAGE SALARY:	67988	441	129	57489	494	149	51306	476	148	51624	57	46	33180	121	64	56670	1532	164
FAC MIX PCT:	28.8%			32.2%			31.1%			3.7%			7.9%			100.0%		
SALARY FACTOR:	1.19			1.27			1.36			1.45			1.17			1.24		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES																		
PRIVATE, 1991-92: MAJOR FIELD: ACCOUNTING																		
AVERAGE SALARY:	61036	166	84	48335	305	128	40897	379	166	42737	38	36	33297	81	50	46263	931	208
FAC MIX PCT:	17.8%			32.8%			40.7%			4.1%			8.7%			100.0%		
SALARY FACTOR:	1.15			1.18			1.20			1.32			1.22			1.11		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES																		
PRIVATE, 1994-95: MAJOR FIELD:ACCOUNTING																		
AVERAGE SALARY:	69911	183	88	54258	346	143	46970	338	148	53139	30	24	33809	42	29	53755	909	211
FAC MIX PCT:	20.1%			38.1%			37.2%			3.3%			4.6%			100.0%		
SALARY FACTOR:	1.18			1.21			1.27			1.52			1.14			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of accounting was reported in 163 of the 223 public institutions. The average salary of the 1,598 faculty was $50,959. This average salary was approximately 21.3 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, accounting was reported in 164 of the same 223 public institutions. The average salary of the 1,532 faculty was $56,670. This average salary was approximately 23.6 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of accounting in the public institutions studied was 11.2 percent ($56,670 minus $50,959 equals $5,711). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in accounting average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year above the cost of living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of accounting (11.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.1 percent (11.2% minus 9.1% equals 2.1%) less than faculty in the discipline/major field of accounting.

In the 1991-92 study the faculty mix percentage in accounting is lower at the professor rank than at the assistant professor rank: 27.3 percent vs. 34.5 percent; in the 1994-95 study it is 28.8 percent vs. 31.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in accounting in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.9 percent (78/1,598) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.7 percent (57/1,532) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of accounting was reported in 208 of the 345 private institutions. The average salary of the 931 faculty was $46,263, an average salary 10.6 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 211 of the same 345 private institutions reported accounting. The average salary of the 909 faculty was $53,755, an average salary 16.1 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in accounting in the private institutions studies was 16.2 percent ($53,755 minus $46,263 equals $7,492). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of accounting over the three-year time period, is 7.4 percent or 2.5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to accounting (16.2%), the faculty in ALL MAJOR FIELDS increased their salaries 5.5 percent (16.2% minus 10.7% equals

5.5%) less than faculty in accounting.

For both studies in the discipline/major field of accounting, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 17.8 percent vs. 40.7 percent (1991-92); and 20.1 percent vs. 37.2 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32.0 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in accounting was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.1 percent (38/931) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.3 percent (30/909) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of accounting and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,970 (2.5%) faculty in the discipline/major field of accounting participated and were included in the 41 disciplines/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/ major field of accounting in 1991-92 were 21 percent and 11 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in accounting in 1994-95 were 24 percent and 16 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in accounting in the public institutions received an average annual salary increase of 2.4 percent above the cost-of-living. In the private institutions the annual average salary increase was 7.4 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in accounting, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of accounting is still an emerging discipline/major field in academia.

Finally, while the hiring rate for new assistant professors in accounting in the public 1991-92 study was higher than the hiring rate for ALL MAJOR FIELDS, the hiring rate for new assistant professors for the public 1994-95 and the private 1991-92 and 1994-95 studies were lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of accounting has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazco College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe
and
Ruby Best Dunn

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Administrative Assistant/Secretarial Science. The _CIP_ defines the discipline/major field of Administrative Assistant/Secretarial Science as,

> A group of instructional programs that prepare individuals to provide administrative and office support services.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 190--52.0401).]

This article summarizes the overall average salary increases in the discipline/major field of Administrative Assistant/Secretarial Science for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Administrative Assistant/Secretarial Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.0 for associate professors of Administrative Assistant/Secretarial Science the 1991-92 public study means that 32.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Administrative Assistant/Secretarial Science in the 1991-92 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Administrative Assistant/Secretarial Science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

PUBLIC, 1991-92: MAJOR FIELD: Administrative Assistant/Secretarial Science, General

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	48383	75	34	39338	94	35	33688	86	36	37128	4	3	24294	39	26	37997	294	50
FAC MIX PCT:	25.5%			32.0%			29.3%			1.4%			13.3%			100.0%		
SALARY FACTOR:	0.93			0.94			0.97			1.09			0.93			0.90		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES

PUBLIC, 1994-95: MAJOR FIELD: Administrative Assistant/Secretarial Science, General

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54158	90	33	42355	76	34	36670	62	34	39000	6	6	27579	38	17	42913	266	46
FAC MIX PCT:	33.8%			28.6%			23.3%			2.3%			14.3%			100.0%		
SALARY FACTOR:	0.95			0.94			0.97			1.10			0.98			0.94		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

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DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

PRIVATE, 1991-92: MAJOR FIELD: Administrative Assistant/Secretarial Science, General

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	40775	3	3	31236	11	10	23659	19	12	24933	3	3	27927	12	6	27790	45	24
FAC MIX PCT:	6.7%			24.4%			42.2%			6.7%			26.7%			100.0%		
SALARY FACTOR:	0.77			0.77			0.70			0.77			1.02			0.66		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

PRIVATE, 1994-95: MAJOR FIELD:Administrative Assistant/Secretarial Science, General

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	74360	3	3	31583	11	9	29432	19	15				21230	5	3	32522	38	22
FAC MIX PCT:	7.9%			28.9%			50.0%						13.2%			100.0%		
SALARY FACTOR:	1.26			0.70			0.79						0.71			0.70		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of Administrative Assistant/Secretarial Science was reported in 50 of the 223 public institutions. The average salary of the 294 faculty was $37,997. This average salary was approximately 10.6 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, Administrative Assistant/Secretarial Science was reported in 46 of the same 223 public institutions. The average salary of the 266 faculty was $42,913. This average salary was approximately 7 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Administrative Assistant/Secretarial Science in the public institutions studied was 12.9 percent ($42,913 minus $37,997 equals $4,916). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in Administrative Assistant/Secretarial Science faculty salaries over the three-year period by 4.1 percent or an average of 1.4 each year above the cost of living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of Administrative Assistant/Secretarial Science (12.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.8 percent (12.9% minus 9.1% equals 3.8%) less than faculty in the discipline/major field of Administrative Assistant/Secretarial Science.

In the 1991-92 study the faculty mix percentage in Administrative Assistant/Secretarial Science is lower at the professor rank than at the assistant professor rank: 25.5 percent vs. 29.3 percent; in the 1994-95 study it is higher at the professor rank than at the assistant professor rank 33.8 percent vs. 23.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in Administrative Assistant/Secretarial Science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 1.4 percent (4/294) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 2.3 percent (6/266) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of Administrative Assistant/Secretarial Science was reported in 24 of the 345 private institutions. The average salary of the 45 faculty was $27,790, an average salary 50.5 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 22 of the same 345 private institutions reported Administrative Assistant/Secretarial Science. The average salary of the 38 faculty was $32,522, an average salary 42.4 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in Administrative Assistant/Secretarial Science in the private institutions studies was 17 percent ($32,522 minus $27,790 equals $4,732.). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of Administrative Assistant/Secretarial Science over the three-year time period, is 8.2 percent or 2.7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to Administrative Assistant/Secretarial Science (17%), the faculty in ALL MAJOR FIELDS increased their salaries 6.3 percent (17% minus 10.7% equals 6.3%) less than faculty in Administrative Assistant/Secretarial Science.

In the 1991-92 study the faculty mix percentage in Administrative Assistant/Secretarial Science is lower at the professor rank than at the assistant professor rank: 6.7 percent vs. 42.2 percent. In the 1994-95 study it is also lower: 7.9 percent vs. 50 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32.0 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in Administrative Assistant/Secretarial Science was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 6.7 percent (3/45) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 0 percent (0/38) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Administrative Assistant/Secretarial Science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 643 (.3%) faculty in the discipline/major field of Administrative Assistant/Secretarial Science participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Administrative Assistant/Secretarial Science in 1991-92 were 10 percent and 34 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Administrative Assistant/Secretarial Science in 1994-95 were 6 percent and 30 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and, indicates that the faculty in Administrative Assistant/Secretarial Science in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was 2.7 percent above the cost-of-living.

Third, in the 1991-92 public and 1991-92 and 1994-95 private studies in Administrative Assistant/Secretarial Science, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, but in the public 1994-95 study the professor rank FAC MIX PCTs were higher than the assistant professor ranks. This indicates the discipline/major field of Administrative Assistant/Secretarial Science is still an emerging discipline/major field in academia.

Finally, while the hiring rate for new assistant professors in Administrative Assistant/Secretarial Science in the private 1991-92 study was higher than the hiring rate for ALL MAJOR FIELDS, the hiring rate for new assistant professors for both the 1991-92 and 1994-95 public studies and the 1994-95 private study was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Administrative Assistant/Secretarial Science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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Ruby Best Dunn is manager of the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL - 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
  The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
  University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including anthropology. The CIP defines the discipline/major field of anthropology as,

> An instructional program that describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archelogy, hominid evolution, anthropological linguistics, ethnography, ethnology, ethnohistory, socio-cultural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 143--45.0201).]

This article summarizes the overall average salary increases in the discipline/major field of anthropology for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of anthropology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.3 for associate professors of anthropology in the 1991-92 public study means that 32.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of anthropology in the 1991-92 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of anthropology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Anthropology																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	52472	179	68	40140	141	66	31889	111	55	30770	21	17	26316	6	3	42906	437	92
FAC MIX PCT:	41.0%			32.3%			25.4%			4.8%			1.4%			100.0%		
SALARY FACTOR:	1.00			0.96			0.92			0.90			1.01			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Anthropology																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	56906	163	66	43492	134	65	35968	123	66	33074	18	18	29497	7	7	46216	427	95
FAC MIX PCT:	38.2%			31.4%			28.8%			4.2%			1.6%			100.0%		
SALARY FACTOR:	1.00			0.96			0.96			.93			1.04			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Anthropology																		
PRIVATE,1991-92:																		
AVERAGE SALARY:	54058	73	42	41765	57	33	33782	40	25	30571	7	6	32175	3	3	44940	173	67
FAC MIX PCT:	42.2%			32.9%			23.1%			4.0%			1.7%			100.0%		
SALARY FACTOR:	1.01			1.02			1.00			0.94			1.17			1.07		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD:Anthropology																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	62285	79	43	45258	58	37	38136	53	33	36320	13	12	37344	2	2	50216	192	65
FAC MIX PCT:	41.1%			30.2%			27.6%			6.8%			1.0%			100.0%		
SALARY FACTOR:	1.05			1.01			1.03			1.04			1.26			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of anthropology was reported in 92 of the 223 public institutions. The average salary of the 437 faculty was $42,906. This average salary was approximately 2.1 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, anthropology was reported in 95 of the same 223 public institutions. The average salary of the 427 faculty was $46,216. This average salary was approximately .8 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of anthropology in the public institutions studied was 7.7 percent ($46,216 minus $42,906 equals $3,310). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison, with the CPI, there was a relative increase in anthropology average faculty salaries over the three-year period by 1.1 percent or an average of .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842) In comparison to the discipline/major field of anthropology (7.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent more than faculty in the discipline/major field of anthropology

In the 1991-92 study the faculty mix percentage in anthropology is higher at the professor rank than at the assistant professor rank: 41.0 percent vs. 25.4 percent; in the 1994-95 study it is 38.2 percent vs. 28.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in anthropology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.8 percent (21/437) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 4.2 percent (18/427) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of anthropology was reported in 67 of the 345 private institutions. The average salary of the 173 faculty was $44,940, an average salary 7.4 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 65 of the same 345 private institutions reported anthropology. The average salary of the 192 faculty was $50,216, an average salary 8.4 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in anthropology in the private institutions studies was 11.7 percent ($50,216 minus $44,940 equals $5,276). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of anthropology over the three-year time period, is 2.9 percent or .96 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to anthropology (11.7%), the faculty in ALL MAJOR FIELDS increased their salaries 1 percent (11.7% minus 10.7% equals

1%) less than faculty in anthropology.

For both studies in the discipline/major field of anthropology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 42.2 percent vs. 23.1 percent (1991-92); and 41.1 percent vs. 27.6 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32.0 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in anthropology was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.0 percent (7/173) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 6.8 percent (13/192) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of anthropology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,229 (.6%) faculty in the discipline/major field of anthropology participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of anthropology in 1991-92 were 2 percent and 7 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in anthropology in 1994-45 were 1 percent and 8 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI, indicates that the faculty in anthropology in the public institutions received an average annual salary increase of 1.1 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.9 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in anthropology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of anthropology is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in anthropology in the 1991-92 public and 1994-95 private studies were higher than the hiring rate of ALL MAJOR FIELDS. In the private 1991-92 and public 1994-95 studies the hiring rate of new assistant professors was lower than that for the hiring rate for new assistant professors for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of anthropology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

- ACCOUNTING
- ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL
- ANTHROPOLOGY
- AREA, ETHNIC AND CULTURAL STUDIES
- BIOLOGICAL SCIENCES/LIFE SCIENCES
- BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
- BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
- BUSINESS/MANAGERIAL ECONOMICS
- BUSINESS MARKETING AND MARKETING MANAGEMENT
- CHEMISTRY, GENERAL
- COMMUNICATIONS
- COMPUTER AND INFORMATION SCIENCES
- COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
- DRAMA/THEATER ARTS, GENERAL
- ECONOMICS, GENERAL
- EDUCATION
- ENGINEERING
- ENGINEERING-RELATED TECHNOLOGIES
- ENGLISH LANGUAGE AND LITERATURE/LETTERS
- FOREIGN LANGUAGES AND LITERATURES
- GEOGRAPHY
- GEOLOGY
- HISTORY, GENERAL
- HOME ECONOMICS
- LIBRARY SCIENCE
- MATHEMATICS
- MULTI/INTERDISCIPLINARY STUDIES
- MUSIC, GENERAL
- NURSING (R.N. TRAINING)
- PHILOSOPHY AND RELIGION
- PHYSICAL SCIENCES
- PHYSICS, GENERAL
- POLITICAL SCIENCE, GENERAL
- PROTECTIVE SERVICES
- PSYCHOLOGY
- READING TEACHER EDUCATION
- SOCIOLOGY
- SPECIAL EDUCATION, GENERAL
- SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
- TEACHER EDUCATION
- VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
 The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
 University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN AREA, ETHNIC AND CULTURAL STUDIES FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Area, Ethnic and Cultural Studies. The _CIP_ defines the discipline/major field of Area, Ethnic and Cultural Studies as,

> A summary of groups of instructional programs that describe the history, society, politics, culture, and economics of a particular geographic region, or a particular subset of the population sharing common characteristics, traits and customs.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 60--05.0000).]

This article summarizes the overall average salary increases in the discipline/major field of Area, Ethnic and Cultural Studies for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Area, Ethnic and Cultural Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.1 for associate professors of Area, Ethnic and Cultural Studies in the 1991-92 public study means that 29.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.08 for associate professors in the discipline/major field of Area, Ethnic and Cultural Studies in the 1991-92 public study means that their average salary is eight percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Area, Ethnic and Cultural Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: AREA, ETHNIC AND CULTURAL STUDIES MAJOR FIELD: Area, Ethnic and Cultural Studies																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	54270	54	16	44811	41	19	34815	40	18	35395	3	3	22751	6	4	44659	141	29
FAC MIX PCT:	38.3%			29.1%			28.4%			2.1%			4.3%			100.0%		
SALARY FACTOR:	1.04			1.08			1.00			1.04			0.87			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: AREA, ETHNIC AND CULTURAL STUDIES MAJOR FIELD: Area, Ethnic and Cultural Studies																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	60120	64	21	49275	55	24	36575	36	22	37504	6	5	27844	7	6	49811	162	36
FAC MIX PCT:	39.5%			34.0%			22.2%			3.7%			4.3%			100.0%		
SALARY FACTOR:	1.05			1.09			0.97			1.06			0.99			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

- -

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: AREA, ETHNIC AND CULTURAL STUDIES MAJOR FIELD: Area, Ethnic and Cultural Studies																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	56860	14	7	42279	11	8	37856	4	4				35000	1	1	48251	30	13
FAC MIX PCT:	46.7%			36.7%			13.3%						3.3%			100.0%		
SALARY FACTOR:	1.07			1.04			1.11						1.28			1.15		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: AREA, ETHNIC AND CULTURAL STUDIES MAJOR FIELD:Area, Ethnic and Cultural Studies																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	63878	16	8	46715	14	11	40882	14	8	41656	2	1	38750	2	2	50563	46	16
FAC MIX PCT:	34.8%			30.4%			30.4%			4.3%			4.3%			100.0%		
SALARY FACTOR:	1.08			1.04			1.10			1.19			1.30			1.09		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of Area, Ethnic and Cultural Studies was reported in 29 of the 223 public institutions. The average salary of the 141 faculty was $44,659. This average salary was approximately 6.3 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, Area, Ethnic and Cultural Studies was reported in 36 of the same 223 public institutions. The average salary of the 162 faculty was $49,811. This average salary was approximately 8.6 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Area, Ethnic and Cultural Studies in the public institutions studied was 11.5 percent ($49,811 minus $44,659 equals $5,152). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI there was a relative increase in Area, Ethnic and Cultural Studies average faculty salaries over the three-year period by 2.7 percent or an average of .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of Area, Ethnic and Cultural Studies (11.5), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.4 percent less than faculty in the discipline/major field of Area, Ethnic and Cultural Studies.

In the 1991-92 study the faculty mix percentage in Area, Ethnic and Cultural Studies is higher at the professor rank than at the assistant professor rank: 38.3 percent vs. 28.4 percent; in the 1994-95 study it is 39.5 percent vs. 22.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in Area, Ethnic and Cultural Studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 2.1 percent (3/141) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.7 percent (6/162) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of Area, Ethnic and Cultural Studies was reported in 13 of the 345 private institutions. The average salary of the 30 faculty was $48,251, an average salary 15.4 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 16 of the same 345 private institutions reported Area, Ethnic and Cultural Studies. The average salary of the 46 faculty was $50,563, an average salary 9.2 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in Area, Ethnic and Cultural Studies in the private institutions studies was 4.8 percent ($50,563 minus $48,251 equals $2,312). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of Area, Ethnic and Cultural Studies over the three-year time period, is 4 percent or 1.3 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to Area Ethnic and Cultural Studies (4.8%), the faculty in ALL MAJOR FIELDS increased their salaries 5.9 percent (10.7% minus 4.8% equals 5.9%) more than faculty in Area, Ethnic and Cultural Studies.

For both studies in the discipline/major field of Area, Ethnic and Cultural Studies, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 46.7 percent vs. 13.3 percent (1991-92); and 34.8 percent vs. 30.4 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in Area, Ethnic and Cultural Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 0 percent (0/30) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 4.3 percent (2/46) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Area, Ethnic and Cultural Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 379 (.2%) faculty in the discipline/major field of Area, Ethnic and Cultural Studies participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Area, Ethnic and Cultural Studies in 1991-92 were 6 percent and 15 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Area, Ethnic and Cultural Studies in 1994-95 were 9 percent and 9 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in Area, Ethnic and Cultural Studies in the public institutions received an average annual salary increase of .9 percent above the CPI. In contrast, in the private institutions the annual average salary increase was 1.3 percent below the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in Area, Ethnic and Cultural Studies, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Area, Ethnic and Cultural Studies is firmly established and on going in the academy.

Finally, while the hiring rate for new assistant professors in Area Ethnic and Cultural Studies in both the 1991-92 and 1994-95 public and private studies were lower than the hiring rate of ALL MAJOR FIELDS in both the 1991-92 and 1994-95 public and private studies.

Because a significant data base of average faculty salaries in the academic discipline/major field of Area, Ethnic and Cultural Studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN BIOLOGICAL SCIENCES/LIFE SCIENCES FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including biological sciences/life sciences. The CIP defines the discipline/major field of biological sciences/life sciences as,

> A summary of groups of instructional programs that describe the scientific study of living organisms and their systems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 114--26).]

This article summarizes the overall average salary increases in the discipline/major field of biological sciences/life sciences for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of biological sciences/life sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 27.8 for associate professors of biological sciences/life sciences in the 1991-92 public study means that 27.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of biological sciences/life sciences in the 1991-92 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of biological sciences/life sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	50419	1386	209	40540	847	194	33149	714	182	31024	102	67	24643	105	62	42750	3052	214
FAC MIX PCT:	45.4%			27.8%			23.4%			3.3%			3.4%			100.0%		
SALARY FACTOR:	0.96			0.97			0.96			0.91			0.94			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	55069	1388	211	43271	837	194	36192	778	193	34194	135	89	25776	150	69	45886	3153	215
FAC MIX PCT:	44.0%			26.5%			24.7%			4.3%			4.8%			100.0%		
SALARY FACTOR:	0.96			0.96			0.96			0.96			0.91			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD: Biological Sciences/Life Sciences																		
PRIVATE,1991-92:																		
AVERAGE SALARY:	50064	709	256	38110	482	231	32207	378	204	30560	68	59	23442	42	29	41603	1611	308
FAC MIX PCT:	44.0%			29.9%			23.5%			4.2%			2.6%			100.0%		
SALARY FACTOR:	0.94			0.93			0.95			0.94			0.86			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES MAJOR FIELD:Biological Sciences/Life Sciences																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	56217	750	257	42285	477	228	35346	505	235	32657	100	86	27303	46	37	45804	1778	307
FAC MIX PCT:	42.2%			26.8%			28.4%			5.6%			2.6%			100.0%		
SALARY FACTOR:	0.95			0.94			0.95			0.94			0.92			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of biological sciences/life sciences was reported in 214 of the 223 public institutions. The average salary of the 3,052 faculty was $42,750. This average salary was approximately 1.8 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, biological sciences/life sciences was reported in 215 of the same 223 public institutions. The average salary of the 3,153 faculty was $45,886. This average salary was approximately .07 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of biological sciences/life sciences in the public institutions studied was 7.3 percent ($45,886 minus $42,750 equals $3,136). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in biological sciences/life sciences average faculty salaries over the three-year period by 1.5 percent or an average of 0.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of biological sciences/life sciences (7.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent more than faculty in the discipline major field of biological sciences/life sciences.

In the 1991-92 study the faculty mix percentage in biological sciences/life sciences is higher at the professor rank than at the assistant professor rank: 45.4 percent vs. 23.4 percent; in the 1994-95 study it is 44.0

percent vs. 24.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in biological sciences/life sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.3 percent (102/3,052) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 4.3 percent (135/3,153) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of biological sciences/life sciences was reported in 308 of the 345 private institutions. The average salary of the 1,611 faculty was $41,603, an average salary .5 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 307 of the same 345 private institutions reported biological sciences/life sciences. The average salary of the 1,778 faculty was $45,804, an average salary 1.1 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in biological sciences/life sciences in the private institutions studies was 10.1 percent ($45,804 minus $41,603 equals $4,201). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of biological sciences/life sciences over the three-year time period, is 1.3 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to biological sciences/life sciences (10.1%), the faculty in ALL MAJOR FIELDS increased their salaries .6 percent (10.7% minus 10.1% equals .6%) more than faculty in biological sciences/life sciences.

For both studies in the discipline/major field of biological sciences/life sciences, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 44 percent vs. 23.5 percent (1991-92); and 42.2 percent vs. 28.4 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in biological sciences/life sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.2 percent (68/1,611) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 5.6 percent (100/1,778) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of biological sciences/life sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions---were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,594 (4.8%) faculty in the discipline/major field of biological sciences/life sciences participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, the public and private studies, the average faculty salary factors in the discipline/major field of biological sciences/life sciences in 1991-92 were two percent above (public) and one percent below (private) the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In the public and private studies the average faculty salary factors for all ranks in biological sciences/life sciences in 1994-95 were the same for the public study and in the private study was one percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in biological sciences/life sciences in the public institutions received an average annual salary increase of .5 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in biological sciences/life sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of biological sciences/life sciences is firmly established and on going in the academy.

Finally, the hiring rate was lower for new assistant professors in biological sciences/life sciences in the 1991-92 and 1994-95 public studies and the 1991-92 private study than the hiring rate of ALL MAJOR FIELDS. In the

1994-95 private study however, the hiring rate for new assistant professors for biological/sciences/life sciences was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of biological sciences/life sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas
College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute
of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION & MANAGEMENT FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including business administration and management. The _CIP_ defines the discipline/major field of business administration and management as,

> An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision making.*

[*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 188--52.0201).]

This article summarizes the overall average salary increases in the discipline/major field of business administration and management for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of business administration and management for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.0 for associate professors of business administration & management in the 1991-92 public study means that 31.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.15 for associate professors in the discipline/major field of business administration and management in the 1991-92 public study means that their average salary is 15 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of business administration and management with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration & Management, General																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	57109	650	146	47955	699	154	43131	725	155	46115	106	67	28046	178	73	47471	2252	165
FAC MIX PCT:	28.9%			31.0%			32.2%			4.7%			7.9%			100.0%		
SALARY FACTOR:	1.09			1.15			1.24			1.35			1.07			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration & Management, General																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	62566	699	146	53863	720	155	48137	633	148	47120	82	53	33482	145	66	53637	2197	164
FAC MIX PCT:	31.8%			32.8%			28.8%			3.7%			6.6%			100.0%		
SALARY FACTOR:	1.10			1.19			1.28			1.33			1.19			1.17		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD: Business Administration & Management, General																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	60779	410	134	47035	538	157	40849	579	175	43484	65	48	30301	86	55	47416	1613	215
FAC MIX PCT:	25.4%			33.4%			35.9%			4.0%			5.3%			100.0%		
SALARY FACTOR:	1.14			1.15			1.20			1.34			1.11			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD:Business Administration & Management, General																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	75643	507	142	52199	629	188	44441	572	194	41988	59	47	34055	58	41	55821	1766	241
FAC MIX PCT:	28.7%			35.6%			32.4%			3.3%			3.3%			100.0%		
SALARY FACTOR:	1.28			1.16			1.20			1.20			1.15			1.21		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of business administration and management was reported in 165 of the 223 public institutions. The average salary of the 2,252 faculty was $47,471. This average salary was approximately 13.0 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, business administration and management was reported in 164 of the same 223 public institutions. The average salary of the 2,197 faculty was $53,637. This average salary was approximately 17.0 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of business administration and management in the public institutions studied was 13.0 percent ($53,637 minus $47,471 equals $6,166). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in business administration and management average faculty salaries over the three-year period of 4.2 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842) In comparison to the discipline/major field of business administration and management (13.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.9 percent less than faculty in the discipline/major field of business administration and management.

In the 1991-92 study the faculty mix percentage in business administration and management is lower at the professor rank than at the assistant professor rank: 28.9 percent vs. 32.2 percent; in the 1994-95 study it is higher at the professor rank than at the assistant professor rank: 31.8 percent vs. 28.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in business administration and management in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.7 percent (106/2,252) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.7 percent (82/2,197) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of business administration and management was reported in 215 of the 345 private institutions. The average salary of the 1,613 faculty was $47,416, an average salary 13.4 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 241 of the same 345 private institutions reported business administration and management. The average salary of the 1,766 faculty was $55,821, an average salary 20.5 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in business administration and management in the private institutions studies was 17.8 percent ($55,821 minus $47,416 equals $8,405). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of business administration and management over the three-year time period, is 9 percent or 3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to business administration and management (17.8%), the faculty in ALL MAJOR FIELDS increased their salaries 7.1 percent (17.8% minus 10.7% equals 7.1%) less than faculty in business administration and management.

For both studies in the discipline/major field of business administration and management, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 25.4 percent vs. 35.9 percent (1991-92); and 28.7 percent vs. 32.4 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in business administration and management was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4 percent (65/1,613) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.3 percent (59/1,766) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of business administration and management and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions---were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,828 (3.9%) faculty in the discipline/major field of business administration and management participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factor in the discipline/major field of business administration and management in 1991-92 were 13 percent and 13 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in business administration and management in 1994-95 were 17 percent and 21 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI indicates that the faculty in business administration and management in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living, and in the private institutions the annual average salary increase was 3 percent above the cost-of-living.

Third, in the public 1994-95 study the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1991-92 public and private studies and in the in the 1994-95 private study the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. This indicates that the discipline/major field of business administration and management is still an emerging discipline/major field in academia.

Finally, while the hiring rate for new assistant professors in business administration and management was higher in the public 1991-92 study, it was lower in the the public 1994-95 study and in both the 1991-92 and 1994-95 private studies.

Because a significant data base of average faculty salaries in the academic discipline/major field of business administration and management has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

- Abilene Christian University (TX)
- Agnes Scott College (GA)
- Albertus Magnus College (CT)
- Albright College (PA)
- Alfred University (NY)
- Allegheny College (PA)
- Allentown College of St. Francis de Sales (PA)
- Alma College (MI)
- Alverno College (WI)
- American College (PA)
- Amherst College (MA)
- Andover Newton Theological School (MA)
- Anna Maria College (MA)
- Aquinas College (MI)
- Ashbury College (KY)
- Ashland University (OH)
- Aurora University (IL)
- Austin Presbyterian Theological Seminary (TX)
- Avila College (MO)
- Azusa Pacific University (CA)
- Babson College (MA)
- Baker College of Flint (MI)
- Baker College of Muskegan.(MI)
- Baldwin-Wallace College (OH)
- Barry University (FL)
- Beaver College (PA)
- Bellarmine College (KY)
- Belmont Abbey College (NC)
- Belmont University (TN)
- Benedict College (SC)
- Bennett College (NC)
- Bentley College (MA)
- Bethany College (KS)
- Bethany College (WV)
- Bethel College (IN)
- Bethel College (MN)
- Bethel College (TN)
- Birmingham-Southern College (AL)
- Blackburn University (IL)
- Bloomfield College (NJ)
- Bluefield College (VA)
- Bradford College (MA)
- Bradley University (IL)
- Brandeis University (MA)
- Brenau University (GA)
- Briar Cliff College (IA)
- Bridgewater College (VA)
- Bryn Mawr College (PA)
- Butler University (IN)
- Cabrini College (PA)
- Caldwell College (NJ)
- Calvin College (MI)
- Canisius College (NY)
- Capitol College (MD)
- Cardinal Stritch College (WI)
- Caribbean University College (PR)
- Carroll College (WI)
- Catawba College (NC)
- Catholic University of America, The (DC)
- Cazenovia College (NY)
- Cedarville College (OH)
- Central College (Formerly Central University of Iowa) (IA)
- Chapman University (CA)
- Charleston Southern University (SC)
- Christian Brothers University (TN)
- Christian Theological Seminary (IN)
- Clarke College (IA)
- Clarkson University (NY)
- Coker College (SC)
- College Misericordia (PA)
- College of Mount Saint Vincent (NY)
- College of Notre Dame of Maryland (MD)
- College of Saint Elizabeth (NJ)
- College of Saint Mary (NE)
- College of Saint Rose (NY)
- College of St. Catherine (MN)
- College of St. Scholastica (MN)
- College of the Southwest (NM)
- Columbia College (MO)
- Columbia College (SC)
- Columbia Theological Seminary (GA)
- Concordia College (MN)
- Concordia College (NY)
- Cornell College (IA)
- Covenant College (GA)
- Creighton University (NE)
- D'Youville College (NY)
- Dakota Wesleyan University (SD)
- Dallas Theological Seminary (TX)
- Daniel Webster College (NH)
- Davidson College (NC)
- Defiance College (The) (OH)
- DePaul University (IL)
- Dickinson College (PA)
- Doane College (NE)
- Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES FOR THE YEARS
1991-92 AND 1994-95

By
Richard D. Howe
and
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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including business management and administrative services.The CIP defines the discipline/major field of business management and administrative services as,

> A summary of groups of instructional programs that prepare individuals to perform managerial, research, and technical support functions related to the commercial and/or non-profit production, buying, and selling of goods and services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 187--52).]

The article summarizes the overall average salary increases in the discipline/major field of business management and administrative services for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of business management and administrative services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.5 for associate professors of business management and administrative services in the 1991-92 public study means that 29.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.23 for associate professors in the discipline/major field of business management and administrative services in the 1991-92 public study means that their average salary is 23 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of business management and administrative services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1991-92:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																	
AVERAGE SALARY:	61598	423	62	51084	429	73	47061	499	69	49369	65	33	30593	101	31	51339	1452	77
FAC MIX PCT:	29.1%			29.5%			34.4%			4.5%			7.0%			100.0%		
SALARY FACTOR:	1.18			1.23			1.36			1.45			1.17			1.22		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
PUBLIC, 1994-95:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management & Administrative Services																	
AVERAGE SALARY:	66034	463	65	53970	445	73	49717	421	69	48090	49	27	31012	96	33	55086	1425	77
FAC MIX PCT:	32.5%			31.2%			29.5%			3.4%			6.7%			100.0%		
SALARY FACTOR:	1.16			1.19			1.32			1.35			1.10			1.20		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
PRIVATE, 1991-92:	DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD: Business Management and Administrative Services																	
AVERAGE SALARY:	75187	219	61	51265	288	83	43707	349	83	42019	43	27	31933	47	32	53139	903	113
FAC MIX PCT:	24.3%			31.9%			38.6%			4.8%			5.2%			100.0%		
SALARY FACTOR:	1.41			1.26			1.29			1.30			1.17			1.27		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
PRIVATE, 1994-95:	DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD:Business Management and Administrative Services																	
AVERAGE SALARY:	69197	121	33	56234	157	37	50227	152	41	50785	10	8	34920	20	10	56743	450	53
FAC MIX PCT:	26.9%			34.9%			33.8%			2.2%			4.4%			100.0%		
SALARY FACTOR:	1.17			1.25			1.36			1.46			1.17			1.23		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of business management and administrative services was reported in 77 of the 223 public institutions. The average salary of the 1,452 faculty was $51,339. This average salary was approximately 22.2 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, business management and administrative services was reported in 77 of the same 223 public institutions. The average salary of the 1.425 faculty was $55,086. This average salary was approximately 20.1 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of business management and administrative services in the public institutions studied was 7.3 percent ($55,086 minus $51,339 equals $3,747). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in business management and administrative services average faculty salaries over the three-year period by 1.5 percent or an average of 0.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of business management and administrative services (7.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent more than faculty in the discipline/major field of business managament and administrative services.

In the 1991-92 study the faculty mix percentage in business management and administrative services is lower at the professor rank than at the assistant professor rank: 29.1 percent vs. 34.4 percent; in the 1994-95 study it is higher at the professor rank than at the assistant professor rank: 32.5 percent vs. 29.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in business management and administrative services in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.5 percent (65/1,452) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.4 percent (49/1,425) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of business management and administrative services was reported in 113 of the 345 private institutions. The average salary of the 903 faculty was $53,139, an average salary 27 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 53 of the same 345 private institutions reported business management and administrative services. The average salary of the 450 faculty was $56,743, an average salary 22.5 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in business management and administrative services in the private institutions studies was 6.8 percent ($56,743 minus $53,139 equals $3,604). The CPI increased cost-of-

-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of business management and administrative services over the three-year time period, is 2 percent or .7 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to business management and administrative services (6.8%), the faculty in ALL MAJOR FIELDS increased their salaries 3.9 percent (10.7% minus 6.8% equals 3.9%) more than faculty in business management and administrative services.

For both studies in the discipline/major field of business management and administrative services,the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 24.3 percent vs. 38.6 percent (1991-92); and 26.9 percent vs. 33.8 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in business management and administrative services was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.8 percent (43/903) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 2.2 percent (10/450) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of business management and administrative services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95.

Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,230 (2.1%) faculty in the discipline/major field of business management and administrative services participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factor in the discipline/major field of business management and administrative services in 1991-92 were 22 percent and 27 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in business management and administrative services in 1994-95 were 20 percent and 23 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in business management and administrative services in the public institutions received essentially the same average annual salary increase of .5 percent below the cost-of-living. In the private institutions the annual average salary increase was .7 percent below the cost-of-living.

Third, in the 1994-95 public study in business management and administrative services, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, however, in the 1991-92 public study and the 1991-92 and 1994-95 private studies the professor rank FAC MIX PCTs were lower than in the assistant professor rank. This indicates that the discipline/major field of business management and administrative services is still an emerging discipline/major field in academia.

Finally, in both of the 1991-92 studies, the hiring rate for new assistant professors in business management and administrative services were higher than the hiring rate for ALL MAJOR FIELDS. However, in both the 1994-95 studies the hiring rate for new assistant professors in business management and administrative services were lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of business management and administrative services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas
College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute
of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN BUSINESS/MANAGERIAL ECONOMICS FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990, including business/managerial economics. The *CIP* defines the discipline/major field of business/managerial economics as,

> An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets and applications of econometrics and quantitative methods to the study of particular business and business problems.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990]. p. 192--52.0601).]

The article summarizes the overall average salary increases in the discipline/major field of business/managerial economics for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the

517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of business/managerial economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.7 for associate professors of business/managerial economics in the 1991-92 public study means that 28.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.10 for associate professors in the discipline/major field of business/managerial economics in the 1991-92 public study means that their average salary is ten percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of business/managerial economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: Business/Managerial Economics

PUBLIC 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	57078	302	70	46001	234	78	41946	238	77	42662	21	17	29300	40	27	48104	814	90
FAC MIX PCT:	37.1%			28.7%			29.2%			2.6%			4.9%			100.0%		
SALARY FACTOR:	1.09			1.10			1.21			1.25			1.12			1.15		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
MAJOR FIELD: Business/Managerial Economics

PUBLIC, 1994-95:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	63651	290	71	52371	235	68	47439	184	66	46559	19	15	33028	18	16	55144	727	81
FAC MIX PCT:	39.9%			32.3%			25.3%			2.6%			2.5%			100.0%		
SALARY FACTOR:	1.12			1.16			1.26			1.31			1.17			1.20		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD: Business/Managerial Economics

PRIVATE, 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54514	142	63	44133	182	79	37988	180	82	38800	21	16	30934	23	20	44255	527	125
FAC MIX PCT:	26.9%			34.5%			34.2%			4.0%			4.4%			100.0%		
SALARY FACTOR:	1.02			1.08			1.12			1.20			1.13			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD:Business/Managerial Economics

PRIVATE, 1994-95:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	59399	152	66	49378	181	70	42627	144	68	40043	14	12	33029	13	12	50069	490	97
FAC MIX PCT:	31.0%			36.9%			29.4%			2.9%			2.7%			100.0%		
SALARY FACTOR:	1.00			1.10			1.15			1.15			1.11			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of business/managerial economics was reported in 90 of the 223 public institutions. The average salary of the 814 faculty was $48,104. This average salary was approximately 14.5 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, business/managerial economics was reported in 81 of the same 223 public institutions. The average salary of the 727 faculty was $55,144. This average salary was approximately 20.3 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of business/managerial economics in the public institutions studied was 14.6 percent ($55,144 minus $48,104 equals $7,040). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in business/managerial economics average faculty salaries over the three-year period by 5.8 percent or an average of 1.9 percent above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of business/managerial economics (14.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.5 percent less than the faculty in the discipline/major field of business/managerial economics.

In the 1991-92 study the faculty mix percentage in business/managerial economics is higher at the professor rank than at the assistant professor rank: 37.1 percent vs. 29.2 percent; in the 1994-95 study it is 39.9 percent vs. 25.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in business/managerial economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 2.6 percent (21/814) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 2.6 percent (19/727) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of business/managerial economics was reported in 125 of the 345 private institutions. The average salary of the 527 faculty was $44,255, an average salary 5.8 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 97 of the same 345 private institutions reported business/managerial economics. The average salary of the 490 faculty was $50,069, an average salary 8.1 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in business/managerial economics in the private institutions studies was 13.1 percent ($50,069 minus $44,255 equals $5,814). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of business/managerial economics over the three-year time period, is 4.3 percent or 1.4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to business/managerial economics (13.1%), the faculty in ALL MAJOR FIELDS increased their salaries 2.4 percent (13.1% minus 10.7% equals 2.4%) less than faculty in business/managerial economics.

in the discipline/major field of business/managerial economics, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank for the 1991-92 study: 26.9 percent vs. 34.2 percent. In the 1994-95 study the faculty mix percentage is higher at the professor rank than at the assistant professor rank: 31 percent vs. 29.4. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in business/-managerial economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4 percent (21/527) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 2.9 percent (14/490) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of business/managerial economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions---were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,558 (1.3%) faculty in the discipline/major field of business/managerial economics participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of

199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of business/managerial economics in 1991-92 were 15 percent and six percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in business/managerial economics in 1994-95 were 20 percent and eight percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in business/managerial economics in the public institutions received an average annual salary increase of 1.9 percent above the cost-of-living.In the private institutions the annual average salary increase was 1.4 percent above the cost-of-living.

Third, in the 1991-92 private study for business/managerial economics, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, however, in the public 1991-92 and 1994-95 and in the private 1994-95 studies, the FAC MIX PCTs were higher for professor ranks than for assistant professor ranks. This indicates that the discipline/major field of business/managerial economics is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in business-/managerial economics in both the 1991-92 and 1994-95 public and private studies were lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of business/managerial economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

- ACCOUNTING
- ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
- ANTHROPOLOGY
- AREA, ETHNIC AND CULTURAL STUDIES
- BIOLOGICAL SCIENCES/LIFE SCIENCES
- BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
- BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
- BUSINESS/MANAGERIAL ECONOMICS
- BUSINESS MARKETING AND MARKETING MANAGEMENT
- CHEMISTRY, GENERAL
- COMMUNICATIONS
- COMPUTER AND INFORMATION SCIENCES
- COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
- DRAMA/THEATER ARTS, GENERAL
- ECONOMICS, GENERAL
- EDUCATION
- ENGINEERING
- ENGINEERING-RELATED TECHNOLOGIES
- ENGLISH LANGUAGE AND LITERATURE/LETTERS
- FOREIGN LANGUAGES AND LITERATURES
- GEOGRAPHY
- GEOLOGY
- HISTORY, GENERAL
- HOME ECONOMICS
- LIBRARY SCIENCE
- MATHEMATICS
- MULTI/INTERDISCIPLINARY STUDIES
- MUSIC, GENERAL
- NURSING (R.N. TRAINING)
- PHILOSOPHY AND RELIGION
- PHYSICAL SCIENCES
- PHYSICS, GENERAL
- POLITICAL SCIENCE, GENERAL
- PROTECTIVE SERVICES
- PSYCHOLOGY
- READING TEACHER EDUCATION
- SOCIOLOGY
- SPECIAL EDUCATION, GENERAL
- SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
- TEACHER EDUCATION
- VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
  The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
  University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN BUSINESS MARKETING AND MARKETING MANAGEMENT FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe
and
Kimberly Michelle Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including business marketing and marketing manangement. The CIP defines the discipline/major field of business marketing and marketing management as,

> An instructional program that prepares individuals to undertake and manage the process of developing consumer audiences and moving products from producers to consumers. Includes instruction in buyer behavior and dynamics, principles of marketing research, demand analysis, cost--volume and profit relationships, pricing theory, marketing campaign and strategic planning, market segments, advertising methods, sales operations and management, consumer relations, retailing, and applications to specific products and markets.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 198--52.1401).]

The article summarizes the overall average salary increases in the discipline/major field of business marketing and marketing management for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in

1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of business marketing and marketing management for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.1 for associate professors of business marketing and marketing management in the 1991-92 public study means that 27.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.24 for associate professors in the discipline/major field of business marketing and marketing management in the 1991-92 public study means that their average salary is 24 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of business marketing and marketing management with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1991-92:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Marketing and Marketing Management																	
AVERAGE SALARY:	62090	242	72	51618	188	70	47462	209	69	49415	39	33	29232	56	32	52211	695	89
FAC MIX PCT:	34.8%			27.1%			30.1%			5.6%			8.1%			100.0%		
SALARY FACTOR:	1.19			1.24			1.37			1.45			1.12			1.24		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
PUBLIC, 1994-95:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES MAJOR FIELD: Business Marketing and Marketing Management																	
AVERAGE SALARY:	66341	269	81	56425	222	78	50975	222	81	50830	29	25	30689	43	30	56889	756	101
FAC MIX PCT:	35.6%			29.4%			29.4%			3.8%			5.7%			100.0%		
SALARY FACTOR:	1.16			1.25			1.35			1.43			1.09			1.24		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
PRIVATE, 1991-92:	DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD: Business Marketing and Marketing Management																	
AVERAGE SALARY:	63775	63	36	51234	114	56	46359	115	56	48981	18	14	37246	28	20	50727	320	76
FAC MIX PCT:	19.7%			35.6%			35.9%			5.6%			8.8%			100.0%		
SALARY FACTOR:	1.20			1.25			1.37			1.51			1.36			1.21		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
PRIVATE, 1994-95:	DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES MAJOR FIELD:Business Marketing and Marketing Management																	
AVERAGE SALARY:	75165	79	35	57237	138	57	50543	134	60	55417	12	11	34286	18	14	57525	369	85
FAC MIX PCT:	21.4%			37.4%			36.3%			3.3%			4.9%			100.0%		
SALARY FACTOR:	1.27			1.27			1.36			1.59			1.15			1.24		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of business marketing and marketing management was reported in 89 of the 223 public institutions. The average salary of the 695 faculty was $52,211. This average salary was approximately 24.3 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, business marketing and marketing management was reported in 101 of the same 223 public institutions. The average salary of the 756 faculty was $56,889. This average salary was approximately 24.1 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of business marketing and marketing management in the public institutions studied was 9.0 percent ($56,889 minus $52,211 equals $4,678). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in business marketing and marketing management average faculty salaries over the three-year period by .2 percent or an average of .07 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of business marketing and marketing management (9.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .10 percent more than faculty in the discipline/major field of business marketing and marketing management.

In the 1991-92 study the faculty mix percentage in business marketing and marketing manangement is higher at the professor rank than at the assistant professor rank: 34.8 percent vs. 30.1 percent; in the 1994-95 study it is 35.6 percent vs. 29.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in business marketing and marketing manangement in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 5.6 percent (39/695) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.8 percent (29/756) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of business marketing and marketing manangement was reported in 76 of the 345 private institutions. The average salary of the 320 faculty was $50,727, an average salary 21.3 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 85 of the same 345 private institutions reported business marketing and marketing manangement. The average salary of the 369 faculty was $57,525, an average salary 24.2 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in business marketing and marketing manangement in the private institutions studies was 13.4 percent ($57,525 minus $50,727 equals $6,798). The CPI increased cost-of--living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of business marketing and marketing manangement over the three-year time period, is 4.6 percent or 1.5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to business marketing and marketing management (13.4%), the faculty in ALL MAJOR FIELDS increased their salaries 2.7 percent (13.4% minus 10.7% equals 2.7%) less than faculty in business marketing and marketing manangement.

For both studies in the discipline/major field of business marketing and marketing manangement, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 19.7 percent vs. 35.9 percent (1991-92); and 21.4 percent vs. 36.3 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in business marketing and marketing manangement was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 5.6 percent (18/320) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.3 percent (12/369) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of business marketing and marketing manangement and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,140 (10.7%) faculty in the discipline/major field of business marketing and marketing manangement participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of business marketing and marketing manangement in 1991-92 were 24 percent and 21 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in business marketing and marketing manangement in 1994-95 were 24 percent and 24 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in business marketing and marketing manangement in the public institutions received an average annual salary increase of .07 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public studies in business marketing and marketing manangement, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public studies the discipline/major field of business marketing and marketing manangement is firmly established and on going in the academy. However, the FAC MIX PCTs for the 1991-92 and 1994-95 private studies in business marketing and marketing management were lower at the professor rank than the assistant professor rank, indicating that for private institutions this discipline/major field is still emerging in academia.

Finally, the hiring rate for new assistant professors in business marketing and marketing management in both the public and private 1991-92 studies was higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in business marketing and marketing management in both the public and private 1994-95 studies was lower than the hiring rate of ALL MAJOR FIELDS

Because a significant data base of average faculty salaries in the academic discipline/major field of business marketing and marketing manangement has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
  The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
  University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN CHEMISTRY FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including chemistry. The _CIP_ defines the discipline/major field of chemistry as,

> A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 130--40.0501).]

The article summarizes the overall average salary increases in the discipline/major field of chemistry for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of chemistry for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 22.1 for associate professors of chemsitry in the 1991-92 public study means that 22.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of chemistry in the 1991-92 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of chemistry with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	53003	904	175	40552	393	152	33282	429	150	32294	71	59	24591	52	36	44661	1778	189
FAC MIX PCT:	50.8%			22.1%			24.1%			4.0%			2.9%			100.0%		
SALARY FACTOR:	1.01			0.97			0.96			0.95			0.94			1.06%		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	58328	855	175	43382	429	157	35905	448	160	33993	111	83	26256	63	38	48034	1795	193
FAC MIX PCT:	47.6%			23.9%			25.0%			6.2%			3.5%			100.0%		
SALARY FACTOR:	1.02			0.96			0.95			0.96			0.93			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: Chemistry, General																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	52640	597	224	39177	295	164	32537	272	170	30415	45	43	26501	29	23	44092	1193	280
FAC MIX PCT:	50.0%			24.7%			22.8%			3.8%			2.4%			100.0%		
SALARY FACTOR:	0.99			0.96			0.96			0.94			0.97			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD:Chemistry, General																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	58345	580	229	43017	319	173	35191	340	193	33502	77	66	27621	17	14	47768	1256	286
FAC MIX PCT:	46.2%			25.4%			27.1%			6.1%			1.4%			100.0%		
SALARY FACTOR:	0.99			0.96			0.95			0.96			0.93			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of chemistry was reported in 189 of the 223 public institutions. The average salary of the 1,778 faculty was $44,661. This average salary was approximately 6.3 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, chemistry was reported in 193 of the same 223 public institutions. The average salary of the 1,795 faculty was $48,034. This average salary was approximately 4.8 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of chemistry in the public institutions studied was 7.6 percent ($48,034 minus $44,661 equals $3,373). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a realtive increase in chemistry average faculty salaries over the three-year period by 1.2 percent or an average of .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of chemistry (7.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent more than the faculty in the discipline/major field of chemistry.

In the 1991-92 study the faculty mix percentage in chemistry is higher at the professor rank than at the assistant professor rank: 50.8 percent vs. 24.1 percent; in the 1994-95 study it is also higher at the professor rank than at the assistant professor rank: 47.6 percent vs. 25.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in chemistry in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.0 percent (71/1,778) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 6.2 percent (111/1,795) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of chemistry was reported in 280 of the 345 private institutions. The average salary of the 1,193 faculty was $44,092, an average salary 5.4 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 286 of the same 345 private institutions reported chemistry. The average salary of the 1,256 faculty was $47,768, an average salary 3.2 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in chemistry in the private institutions studies was 8.3 percent ($47,768 minus $44,092 equals $3,676). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of chemistry over the three-year time period, is .5 percent or .2 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to chemistry (8.3%), the faculty in ALL

MAJOR FIELDS increased their salaries 2.4 percent (10.7% minus 8.3% equals 2.4%) more than faculty in chemistry.

For both studies in the discipline/major field of chemistry, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 50 percent vs. 22.8 percent (1991-92); and 46.2 percent vs. 27.1 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in chemistry was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 3.8 percent (45/1,193) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 6.1 percent (77/1,256) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of chemistry and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,022 (3%) faculty in the discipline/major field of chemistry participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline-

/major field of chemistry in 1991-92 were six percent and five percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in chemistry in 1994-95 were five percent and three percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in chemistry in the public institutions received an average annual salary increase of .4 below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in chemistry, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of chemistry is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in chemistry in both the 1991-92 public and private studies were lower than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professor in chemistry in both the 1994-95 public and private studies were higher than the hiring rate in ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of chemistry has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including communications. The _CIP_ defines the discipline/major field of communications as,

> A summary of groups of instructional programs that describe the creation, transmission and evaluation of messages.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 68--09).]

The article summarizes the overall average salary increases in the discipline/major field of communications for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of communications for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 27.6 for associate professors of communications in the 1991-92 public study means that 27.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of communications in the 1991-92 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of communications with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	51025	387	123	39957	453	132	32175	582	147	31315	76	57	25820	219	77	37921	1641	159
FAC MIX PCT:	23.6%			27.6%			35.5%			4.6%			13.3%			100.0%		
SALARY FACTOR:	0.98			0.96			0.93			0.92			0.99			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	54466	420	131	42676	495	141	35429	599	152	33333	97	62	27992	200	83	41319	1714	166
FAC MIX PCT:	24.5%			28.9%			34.9%			5.7%			11.7%			100.0%		
SALARY FACTOR:	0.95			0.94			0.94			0.94			0.99			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: Communications																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	46986	153	80	38520	228	113	31273	361	146	31298	48	38	24867	108	60	35231	850	186
FAC MIX PCT:	18.0%			26.8%			42.5%			5.6%			12.7%			100.0%		
SALARY FACTOR:	0.88			0.94			0.92			0.97			0.91			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: COMMUNICATIONS MAJOR FIELD:Communications																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	52751	185	97	42335	282	129	34564	386	151	33530	50	44	28662	83	55	39976	936	198
FAC MIX PCT:	19.8%			30.1%			41.2%			5.3%			8.9%			100.0%		
SALARY FACTOR:	0.89			0.94			0.93			0.96			0.96			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of communications was reported in 159 of the 223 public institutions. The average salary of the 1,641 faculty was $37,921. This average salary was approximately 10.8 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, communications was reported in 166 of the same 223 public institutions. The average salary of the 1,714 faculty was $41,319. This average salary was approximately 11.0 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of communications in the public institutions studied was 9.0 percent ($41,319 minus $37,921 equals $3,398). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in communications average faculty salaries over the three-year period by .2 percent or an average of .07 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of communications (9.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .1 percent more than the discipline/major field of communications.

In the 1991-92 study the faculty mix percentage in communications is lower at the professor rank than at the assistant professor rank: 23.6 percent vs. 35.5 percent; in the 1994-95 study it is 24.5 percent vs. 34.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in communications in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.6 percent (76/1,641) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 5.7 percent (97/1,714) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of communications was reported in 186 of the 345 private institutions. The average salary of the 850 faculty was $35,231, an average salary 18.7 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 198 of the same 345 private institutions reported communications. The average salary of the 936 faculty was $39,976, an average salary 15.8 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in communications in the private institutions studies was 13.5 percent ($39,976 minus $35,231 equals $4,745). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of communications over the three-year time period, is 4.7 percent or 1.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to communications (13.5%), the faculty in ALL MAJOR FIELDS increased their salaries 2.8 percent (13.5% minus 10.7% equals

2.8%) less than faculty in communications.

For both studies in the discipline/major field of communications, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18 percent vs. 42.5 percent (1991-92); and 19.8 percent vs. 41.2 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in communications was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 5.6 percent (48/850) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 5.3 percent (50/936) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of communications and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,141 (2.6%) faculty in the discipline/major field of communications participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of communications in 1991-92 were ten percent and 16 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in communications in 1994-95 were ten percent and 14 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in communications in the public institutions received an average annual salary increase of .07 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.6 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in communications, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of communications is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors for communications in both the 1991-92 and 1994-95 public and private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of communications has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
  The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
  University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN COMPUTER AND INFORMATION SCIENCE FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe
and
Lee Tarrant

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including Computer and Information Science. The _CIP_ defines the discipline/major field of Computer and Information Science as,

> A summary of groups of instructional programs that describe the design, development and operation of electronic data storage and processing systems, including hardware and software.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 70--11).]

The article summarizes the overall average salary increases in the discipline/major field of Computer and Information Science for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Computer and Information Science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.4 for associate professors of Computer and Information Science in the 1991-92 public study means that 29.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.18 for associate professors in the discipline/major field of Computer and Information Science in the 1991-92 public study means that their average salary is 18 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Computer and Information Science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	59121	411	135	48949	478	148	42003	587	163	44964	52	39	27818	152	70	47039	1628	180
FAC MIX PCT:	25.2%			29.4%			36.1%			3.2%			9.3%			100.0%		
SALARY FACTOR:	1.13			1.18			1.21			1.32			1.06			1.12		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	65817	475	138	53173	543	157	45613	536	163	45226	61	46	29912	144	65	52351	1698	188
FAC MIX PCT:	28.0%			32.0%			31.6%			3.6%			8.5%			100.0%		
SALARY FACTOR:	1.15			1.17			1.21			1.27			1.06			1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD: Computer and Information Sciences																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	58916	142	73	44472	270	136	39007	331	165	36532	31	27	30817	71	50	43578	814	216
FAC MIX PCT:	17.4%			33.2%			40.7%			3.8%			8.7%			100.0%		
SALARY FACTOR:	1.11			1.09			1.15			1.13			1.13			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: COMPUTER AND INFORMATION SCIENCES MAJOR FIELD:Computer and Information Sciences																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	62850	163	83	48473	303	144	41334	293	157	39261	36	27	31052	55	41	47605	814	224
FAC MIX PCT:	20.0%			37.2%			36.0%			4.4%			6.8%			100.0%		
SALARY FACTOR:	1.06			1.08			1.12			1.13			1.04			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of Computer and Information Science was reported in 180 of the 223 public institutions. The average salary of the 1,628 faculty was $47,039. This average salary was approximately 12.0 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, Computer and Information Science was reported in 188 of the same 223 public institutions. The average salary of the 1,698 faculty was $52,351. This average salary was approximately 14.2 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Computer and Information Science in the public institutions studied was 11.3 percent ($52,351 minus $47,039 equals $5,312). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in Computer and Information Science average faculty salaries over the three-year period by 2.5 percent or .83 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of Computer and Information Science (11.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent less than faculty in the discipline/major field of Computer and Information Science.

In the 1991-92 study the faculty mix percentage in Computer and Information Science is lower at the professor rank than at the assistant professor rank: 25.2 percent vs. 36.1 percent; in the 1994-95 study it is 28.0 percent vs. 31.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in Computer and Information Science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.2 percent (52/1,628) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.6 percent (61/1,698) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of Computer and Information Science was reported in 216 of the 345 private institutions. The average salary of the 814 faculty was $43,578, an average salary 4.2 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 224 of the same 345 private institutions reported Computer and Information Science. The average salary of the 814 faculty was $47,605, an average salary 2.8 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in Computer and Information Science in the private institutions studies was 9.2 percent ($47,605 minus $43,578 equals $4,027). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of Computer and Information Science over the three-year time period, is .4 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to Computer and Information Science (9.2%), the faculty in ALL MAJOR FIELDS increased their salaries 1.5 percent (10.7% minus 9.2% equals 1.5%) more than faculty in Computer and Information Science.

For both studies in the discipline/major field of Computer and Information Science, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 17.4 percent vs. 40.7 percent (1991-92); and 20 percent vs. 36 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in Computer and Information Science was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 3.8 percent (31/814) vs. 4.4 percent (1,526/34,295) and the same in the 1994-95 private study: 4.4 percent (36/814) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of Computer and Information Science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions---were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,954 (2.5%) faculty in the discipline/major field of Computer and Information Science participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of

199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Computer and Information Science in 1991-92 were 12 percent and four percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Computer and Information Science in 1994-95 were 14 percent and three percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in Computer and Information Science in the public institutions received an average annual salary increase of .83 percent above the cost-of-living. In the private institutions the annual average salary increase was .1 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in Computer and Information Science, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Computer and Information Science is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in Computer and Information Science in the public 1991-92 and 1994-95 studies and the private 1991-92 study was lower than the hiring rate of ALL MAJOR FIELDS. In the private 1994-95 study the hiring rate for new assistant professors in Computer and Information Science was the same as the hiring rate for new assistant professors in ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Computer and Information Science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including counselor education/student counseling and guidance services. The _CIP_ defines the discipline/major field of counselor education/student counseling and guidance services as,

> An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational and vocational development of students, and the organizing of guidance services within elementary, middle and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundations.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 79--13.1101).]

The article summarizes the overall average salary increases in the discipline/major field of counselor education/student counseling and guidance services for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of counselor education/student counseling and guidance services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does *not* include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also *not* included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.0 for associate professors of counselor education/student counseling and guidance services in the 1991-92 public study means that 29.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of counselor education/student counseling and guidance services in the 1991-92 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of counselor education/student counseling and guidance services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
PUBLIC 1991-92: MAJOR FIELD: Counselor Education/Student Counseling & Guidance Services																		
AVERAGE SALARY:	50557	198	55	39871	135	54	32977	124	48	33008	18	16	30316	9	7	42393	466	59
FAC MIX PCT:	42.5%			29.0%			26.6%			3.9%			1.9%			100.0%		
SALARY FACTOR:	0.97			0.96			0.95			0.97			1.16			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: EDUCATION																		
PUBLIC, 1994-95: MAJOR FIELD: Counselor Education/Student Counseling & Guidance Services																		
AVERAGE SALARY:	55070	180	55	44121	126	51	36651	131	50	34504	25	19	34342	21	10	45839	458	64
FAC MIX PCT:	39.3%			27.5%			28.6%			5.5%			4.6%			100.0%		
SALARY FACTOR:	0.96			0.97			0.97			0.97			1.22			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: EDUCATION																		
PRIVATE,1991-92: MAJOR FIELD: Counselor Education/Student Counseling & Guidance Services																		
AVERAGE SALARY:	49972	17	9	39172	19	10	36629	18	11	32030	4	4				41724	54	16
FAC MIX PCT:	31.5%			35.2%			33.3%			7.4%						100.0%		
SALARY FACTOR:	0.94			0.96			1.08			0.99						1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: EDUCATION																		
PRIVATE, 1994-95: MAJOR FIELD:Counselor Education/Student Counseling & Guidance Services																		
AVERAGE SALARY:	62102	30	12	45403	41	22	37985	41	23	36988	8	7	30000	1	1	47008	113	29
FAC MIX PCT:	26.5%			36.3%			36.3%			7.1%			0.9%			100.0%		
SALARY FACTOR:	1.05			1.01			1.03			1.06			1.01			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of counselor education/student counseling and guidance services was reported in 59 of the 223 public institutions. The average salary of the 466 faculty was $42,393. This average salary was approximately .9 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, counselor education/student counseling and guidance services was reported in 64 of the same 223 public institutions. The average salary of the 458 faculty was $45,839. This average salary was approximately .02 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of counselor education/student counseling and guidance services in the public institutions studied was 8.1 percent ($45,839 minus $42,393 equals $3,446). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in counselor education/student counseling and guidance services average faculty salaries over the three-year period by .7 percent or an average of .23 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,446). In comparison to the discipline/major field of counselor education/student counseling and guidance services (8.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.0 percent more than faculty in the discipline/major field of counselor education/student counseling and guidance services.

In the 1991-92 study the faculty mix percentage in counselor education/student counseling and guidance services is higher at the professor rank than at the assistant professor rank: 42.5 percent vs. 26.6 percent; in the 1994-95 study it is 39.3 percent vs. 28.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in counselor education/student counseling and guidance services in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.9 percent (18/466) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 5.5 percent (25/458) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of counselor education/student counseling and guidance services was reported in 16 of the 345 private institutions. The average salary of the 54 faculty was $41,724, an average salary .3 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 29 of the same 345 private institutions reported counselor education/student counseling and guidance services. The average salary of the 113 faculty was $47,008, an average salary 1.5 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in counselor education/student counseling and guidance services in the private institutions studies was 12.7 percent ($47,008 minus $41,724 equals $5,284). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of counselor education/student counseling and guidance services over the three-year time period, is 3.9 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to counselor education/student counseling and guidance services (12.7%), the faculty in ALL MAJOR FIELDS increased their salaries 2 percent (12.7% minus 10.7% equals 2%) less than faculty in counselor education/student counseling and guidance services.

For both studies in the discipline/major field of counselor education-/student counseling and guidance services the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 31.5 percent vs. 33.3 percent (1991-92); and 26.5 percent vs. 36.3 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in counselor education/student counseling and guidance services was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 7.4 percent (4/54) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 7.1 percent (8/113) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of counselor education/student counseling and guidance services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions-- were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,091 (.5%) faculty in the discipline/major field of counselor education/student counseling and guidance services participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of counselor education/student counseling and guidance services in 1991-92 were one percent above and the same as the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in counselor education/student counseling and guidance services in 1994-95 were the same as and two percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in counselor education/student counseling and guidance services in the public institutions received an average annual salary increase of .23 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in the 1991-92 and 1994-95 public studies in counselor education-/student counseling and guidance services the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public studies the discipline/major field of counselor education/student counseling and guidance services is firmly established and on going in the academy. However, in the 1991-92 and 1994-95 private studies in counselor education/student counseling and guidance services the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in the private studies in the disciplien/major field of counselor education/student counseling and guidance services is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in counselor education/student counseling and guidance services in the 1991-92 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in counselor education/student counseling and guidance services in the 1994-95 public study and the 1991-92 and 1994-95 private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of counselor education/student counseling and guidance services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardnér-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas
College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute
of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN DRAMA/THEATER ARTS, GENERAL FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including drama/theater arts. The CIP defines the discipline/major field of drama/theater arts as,

> An instructional program that generally describes the study of dramatic works and their performance. Includes instruction in major works of dramatic literature, dramatic styles and types, and the principles of organizing and producing full productions.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 164--50.0501).]

The article summarizes the overall average salary increases in the discipline/major field of drama/theater arts for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517

institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of drama/theater arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.2 for associate professors of drama/theater arts in the 1991-92 public study means that 31.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.91 for associate professors in the discipline/major field of drama/theater arts in the 1991-92 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of drama/theater arts with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1991-92:	DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																	
AVERAGE SALARY:	50670	218	82	38059	235	94	30772	265	97	28552	45	35	24526	35	23	38517	753	122
FAC MIX PCT:	29.0%			31.2%			35.2%			6.0%			4.6%			100.0%		
SALARY FACTOR:	0.97			0.91			0.89			0.84			0.94			0.92		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
PUBLIC, 1994-95:	DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																	
AVERAGE SALARY:	53956	279	104	40454	246	105	32751	281	108	30020	48	38	26219	45	25	41585	851	140
FAC MIX PCT:	32.8%			28.9%			33.0%			5.6%			5.3%			100.0%		
SALARY FACTOR:	0.95			0.89			0.87			0.84			0.93			0.91		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
PRIVATE, 1991-92:	DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Drama/Theater Arts, General																	
AVERAGE SALARY:	48214	117	71	37096	152	91	29916	173	112	29324	42	35	29235	30	19	36721	472	159
FAC MIX PCT:	24.8%			32.2%			36.7%			8.9%			6.4%			100.0%		
SALARY FACTOR:	0.91			0.91			0.88			0.90			1.07			0.88		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
PRIVATE, 1994-95:	DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD:Drama/Theater Arts, General																	
AVERAGE SALARY:	52051	125	82	40762	177	108	32489	200	112	31361	28	25	28427	28	24	39651	530	177
FAC MIX PCT:	23.6%			33.4%			37.7%			5.3%			5.3%			100.0%		
SALARY FACTOR:	0.88			0.91			0.88			0.90			0.96			0.86		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of drama/theater arts was reported in 122 of the 223 public institutions. The average salary of the 753 faculty was $38,517. This average salary was approximately 9.1 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, drama/theater arts was reported in 140 of the same 223 public institutions. The average salary of the 851 faculty was $41,585. This average salary was approximately 10.3 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of drama/theater arts in the public institutions studied was 8.0 percent ($41,585 minus $38,517 equals $3,068). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in drama/theater arts average faculty salaries over the three-year period by .8 percent or an average of .27 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of drama/theater arts (8.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.1 percent more than the faculty in the discipline/major field of drama/theater arts.

In the 1991-92 study the faculty mix percentage in drama/theater arts is lower at the professor rank than at the assistant professor rank: 29.0 percent vs. 35.2 percent; in the 1994-95 study it is 32.8 percent vs. 33.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in drama/theater arts in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 6.0 percent (45/753) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 5.6 percent (48/851) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of drama/theater arts was reported in 159 of the 345 private institutions. The average salary of the 472 faculty was $36,721, an average salary 13.9 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 177 of the same 345 private institutions reported drama/theater arts. The average salary of the 530 faculty was $39,651, an average salary 16.8 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in drama/theater arts in the private institutions studies was 8 percent ($39,651 minus $36,721 equals $2,930). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of drama/theater arts over the three-year time period, is .8 percent or .27 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to drama/theater arts (8%), the faculty in ALL MAJOR FIELDS increased their salaries 2.7 percent (10.7% minus 8% equals

2.7%) more than faculty in drama/theater arts.

For both studies in the discipline/major field of drama/theater arts, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 24.8 percent vs. 36.7 percent (1991-92); and 23.6 percent vs. 37.7 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in drama/theater arts was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 8.9 percent (42/472) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 5.3 percent (28/530) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of drama/theater arts and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,606 (1.3%) faculty in the discipline/major field of drama/theater arts participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of drama/theater arts in 1991-92 were eight percent and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in drama/theater arts in 1994-95 were nine percent and 14 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in drama/theater arts in the public institutions received an average annual salary increase of .27 below. In the private institutions the annual average salary increase was .27 percent below the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in drama/theater arts, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of drama/theater arts is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in drama/theater arts in both the 1991-92 and 1994-95 public and private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of drama/theater arts has now been developed, it i anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

- ACCOUNTING
- ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
- ANTHROPOLOGY
- AREA, ETHNIC AND CULTURAL STUDIES
- BIOLOGICAL SCIENCES/LIFE SCIENCES
- BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
- BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
- BUSINESS/MANAGERIAL ECONOMICS
- BUSINESS MARKETING AND MARKETING MANAGEMENT
- CHEMISTRY, GENERAL
- COMMUNICATIONS
- COMPUTER AND INFORMATION SCIENCES
- COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
- DRAMA/THEATER ARTS, GENERAL
- ECONOMICS, GENERAL
- EDUCATION
- ENGINEERING
- ENGINEERING-RELATED TECHNOLOGIES
- ENGLISH LANGUAGE AND LITERATURE/LETTERS
- FOREIGN LANGUAGES AND LITERATURES
- GEOGRAPHY
- GEOLOGY
- HISTORY, GENERAL
- HOME ECONOMICS
- LIBRARY SCIENCE
- MATHEMATICS
- MULTI/INTERDISCIPLINARY STUDIES
- MUSIC, GENERAL
- NURSING (R.N. TRAINING)
- PHILOSOPHY AND RELIGION
- PHYSICAL SCIENCES
- PHYSICS, GENERAL
- POLITICAL SCIENCE, GENERAL
- PROTECTIVE SERVICES
- PSYCHOLOGY
- READING TEACHER EDUCATION
- SOCIOLOGY
- SPECIAL EDUCATION, GENERAL
- SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
- TEACHER EDUCATION
- VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN ECONOMICS, GENERAL FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including economics. The _CIP_ defines the discipline/major field of economics as,

> An instructional program that generally describes the systematic study of the production, conservation and allocation of resources in conditions of scarcity, together with the organizational frameworks related to these processes. Includes instruction in economic theory, micro-and macroeconomics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 144-145--45.0601).]

The article summarizes the overall average salary increases in the discipline/major field of economics for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517

institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.3 for associate professors of economics in the 1991-92 public study means that 29.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.07 for associate professors in the discipline/major field of economics in the 1991-92 public study means that their average salary is seven percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: Economics, General

PUBLIC 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	57170	378	88	44679	292	88	38500	284	76	38923	46	27	29588	44	26	46986	998	100
FAC MIX PCT:	37.9%			29.3%			28.5%			4.6%			4.4%			100.0%		
SALARY FACTOR:	1.09			1.07			1.11			1.14			1.13			1.12		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: Economics, General

PUBLIC, 1994-95:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	62064	412	99	47875	295	95	42565	245	89	40331	41	32	31036	21	15	52183	973	114
FAC MIX PCT:	42.3%			30.3%			25.2%			4.2%			2.2%			100.0%		
SALARY FACTOR:	1.09			1.06			1.13			1.14			1.10			1.14		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: Economics, General

PRIVATE, 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	66764	195	72	42235	220	91	38350	190	80	36771	23	21	32263	13	13	48571	618	126
FAC MIX PCT:	31.6%			35.6%			30.7%			3.7%			2.1%			100.0%		
SALARY FACTOR:	1.25			1.03			1.13			1.13			1.18			1.16		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD:Economics, General

PRIVATE, 1994-95:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	70970	255	98	49053	293	110	42450	224	101	41073	33	27	39669	15	12	54096	787	154
FAC MIX PCT:	32.4%			37.2%			28.5%			4.2%			1.9%			100.0%		
SALARY FACTOR:	1.20			1.09			1.15			1.18			1.33			1.17		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of economics was reported in 100 of the 223 public institutions. The average salary of the 998 faculty was $46,986. This average salary was approximately 11.9 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, economics was reported in 114 of the same 223 public institutions. The average salary of the 973 faculty was $52,183. This average salary was approximately 13.8 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of economics in the public institutions studied was 11.0 percent ($52,183 minus $46,986 equals $5,197). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in economics average faculty salaries over the three-year period by 2.2 percent or an average of .73 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of economics (11.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.9 percent less than the faculty in the discipline/major field of economics.

In the 1991-92 study the faculty mix percentage in economics is higher at the professor rank than at the assistant professor rank: 37.9 percent vs. 28.5 percent; in the 1994-95 study it is 42.3 percent vs. 25.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in economics in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.6 percent (46/998) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 4.2 percent (41/973) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of economics was reported in 126 of the 345 private institutions. The average salary of the 618 faculty was $48,571, an average salary 16.1 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 154 of the same 345 private institutions reported economics. The average salary of the 787 faculty was $54,096, an average salary 16.8 percent higher than the average salary of $46,038 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in economics in the private institutions studies was 11.4 percent ($54,096 minus $48,571 equals $5,525). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of economics over the three-year time period, is 2.6 percent or .9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to economics (11.4%), the faculty in ALL MAJOR FIELDS increased their salaries .7 percent (11.4% minus 10.7% equals .7%) less than faculty in economics.

For both studies in the discipline/major field of economics, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 31.6 percent vs. 30.7 percent (1991-92); and 32.4 percent vs. 28.5 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 3.7 percent (23/618) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 4.2 percent (33/787) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,376 (1.7%) faculty in the discipline/major field of economics participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of economics in 1991-92 were 12 percent and 16 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS

(1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in economics in 1994-95 were 14 percent and 17 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in economics in the public institutions received an average annual salary increase of .73 above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in economics, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of economics is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in economics in the 1991-92 public study was higher than the hiring rate of ALL MAJOR FIELDS. However, in the 1994-95 public study and both the private studies, the hiring rate was lower than the hiring rate for ALL MAJOR FIELD.

Because a significant data base of average faculty salaries in the academic discipline/major field of economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN EDUCATION
FOR THE YEARS
1991-92 AND 1994-95

By
Richard D. Howe
and
Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990, including education. The *CIP* defines the discipline/major field of education as,

> A summary of groups of instructional programs that describe the theory and practice of learning and teaching, and related research, administrative and support service.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990]. p. 74--13).]

The article summarizes the overall average salary increases in the discipline/major field of education for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.3 for associate professors of education in the 1991-92 public study means that 30.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of education in the 1991-92 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	50481	1010	115	40416	872	122	33110	846	118	32581	139	53	24734	153	48	40966	2881	128
FAC MIX PCT:	35.1%			30.3%			29.4%			4.8%			5.3%			100.0%		
SALARY FACTOR:	0.97			0.97			0.96			0.96			0.94			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	54661	1106	147	43229	1054	146	36144	1128	147	34623	228	93	28135	250	81	43477	3538	152
FAC MIX PCT:	31.3%			29.8%			31.9%			6.4%			7.1%			100.0%		
SALARY FACTOR:	0.96			0.95			0.96			0.97			1.00			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Education																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	49626	386	139	37911	398	163	31729	502	168	31641	84	60	24415	72	53	38240	1358	209
FAC MIX PCT:	28.4%			29.3%			37.0%			6.2%			5.3%			100.0%		
SALARY FACTOR:	0.93			0.93			0.93			0.98			0.89			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD:Education																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	53980	422	159	41844	522	193	34584	620	208	33710	107	81	27405	91	54	41425	1655	248
FAC MIX PCT:	25.5%			31.5%			37.5%			6.5%			5.5%			100.0%		
SALARY FACTOR:	0.91			0.93			0.93			0.97			0.92			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of education was reported in 128 of the 223 public institutions. The average salary of the 2,881 faculty was $40,966. This average salary was approximately 2.5 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, education was reported in 152 of the same 223 public institutions. The average salary of the 3,538 faculty was $43,477. This average salary was approximately 5.5 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of education in the public institutions studied was 6.1 percent ($43,477 minus $40,966 equals $2,511). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in education average faculty salaries over the three-year period by 2.7 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of education (6.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3 percent more than the faculty in the discipline/major field of education.

In the 1991-92 study the faculty mix percentage in education is higher at the professor rank than at the assistant professor rank: 35.1 percent vs. 29.4 percent; in the 1994-95 study it is lower at the professor rank that at the assistant professor rank: 31.3 percent vs. 31.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.8 percent (139/2,881) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 6.4 percent (228/3,538) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of education was reported in 209 of the 345 private institutions. The average salary of the 1,358 faculty was $38,240, an average salary 9.4 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 248 of the same 345 private institutions reported education. The average salary of the 1,655 faculty was $41,425, an average salary 12 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in education in the private institutions studies was 8.3 percent ($41,425 minus $38,240 equals $3,185). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of education over the three-year time period, is .5 percent or .16 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to education (8.3%), the faculty in ALL

MAJOR FIELDS increased their salaries 2.4 percent (10.7% minus 8.3% equals 2.4%) more than faculty in education.

For both studies in the discipline/major field of education, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 28.4 percent vs. 37 percent (1991-92); and 25.5 percent vs. 37.5 percent, (1994-95. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32.0 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in education was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 6.2 percent (84/1,358) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 6.5 percent (107/1,655) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,432 (4.7%) faculty in the discipline/major field of education participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of education in 1991-92 were two percent and nine percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in education in 1994-95 were five percent and 11 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in education in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was .16 percent below the cost-of-living.

Third, in the 1991-92 public study in education, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1994-95 public study and in the 1991-92 and 1994-95 private studies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank indicating that the discipline/major field of education is still emerging in academia.

Finally, the hiring rate for new assistant professors in education in both the 1991-92 and 1994-95 public and private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas
College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute
of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN ENGINEERING FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including engineering. The _CIP_ defines the discipline/major field of engineering as,

> A summary of groups of instructional programs that prepares individuals to apply mathematical and scientifical principles to the solution of practical problems for the benefit of society.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 85--14).]

The article summarizes the overall average salary increases in the disciplines/major field of engineering for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517

institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of engineering for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.6 for associate professors of engineering in the 1991-92 public study means that 32.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.18 for associate professors in the discipline/major field of engineering in the 1991-92 public study means that their average salary is 18 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of engineering with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	61516	729	56	49325	652	60	43081	566	62	43140	93	34	33605	50	22	51612	1997	67
FAC MIX PCT:	36.5%			32.6%			28.3%			4.7%			2.5%			100.0%		
SALARY FACTOR:	1.18			1.18			1.24			1.27			1.28			1.23		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	68179	819	55	53843	661	59	46630	469	57	45939	56	24	33691	39	20	57652	1988	65
FAC MIX PCT:	41.2%			33.2%			23.6%			2.8%			2.0%			100.0%		
SALARY FACTOR:	1.19			1.19			1.24			1.29			1.19			1.26		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	73195	679	44	53126	443	43	46396	348	46	43290	41	24	29096	14	9	60504	1484	51
FAC MIX PCT:	45.8%			29.9%			23.5%			2.8%			0.9%			100.0%		
SALARY FACTOR:	1.37			1.30			1.37			1.33			1.06			1.45		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: ENGINEERING MAJOR FIELD: Engineering																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	78123	704	47	57042	452	45	49370	340	46	43526	35	20	33908	14	8	64929	1510	53
FAC MIX PCT:	46.6%			29.9%			22.5%			2.3%			0.9%			100.0%		
SALARY FACTOR:	1.32			1.27			1.33			1.25			1.14			1.40		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of engineering was reported in 67 of the 223 public institutions. The average salary of the 1,997 faculty was $51,612. This average salary was approximately 22.9 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, engineering was reported in 65 of the same 223 public institutions. The average salary of the 1,988 faculty was $57,652. This average salary was approximately 25.7 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of engineering in the public institutions studied was 11.7 percent ($57,652 minus $51,612 equals $6,040). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in engineering average faculty salaries over the three-year period by 2.9 percent or an average of .97 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of engineering (11.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.6 percent less than faculty in the discipline/major field of engineering.

In the 1991-92 study the faculty mix percentage in engineering is higher at the professor rank than at the assistant professor rank: 36.5 percent vs. 28.3 percent; in the 1994-95 study it is 41.2 percent vs. 23.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in engineering in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.7 percent (93/1,997) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 2.8 percent (56/1,988) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of engineering was reported in 51 of the 345 private institutions. The average salary of the 1,484 faculty was $60,504, an average salary 44.6 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 53 of the same 345 private institutions reported engineering. The average salary of the 1,510 faculty was $64,929, an average salary 40.2 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in engineering in the private institutions studies was 7.3 percent ($64,929 minus $60,504 equals $4,425). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of engineering over the three-year time period, is 1.5 percent or .5 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to engineering (7.3%), the faculty in ALL MAJOR FIELDS increased their salaries 3.4 percent (10.7% minus 7.3% equals

3.4%) more than faculty in engineering.

For both studies in the discipline/major field of engineering, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 45.8 percent vs. 23.5 percent (1991-92); and 46.6 percent vs. 22.5 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in engineering was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 2.8 percent (41/1,484) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 2.3 percent (35/1,510) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of engineering and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,979 (3.5%) faculty in the discipline/major field of engineering participated and were included in the 41 disciplines/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of engineering in 1991-92 were 23 percent and 45 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in engineering in 1994-95 were 26 percent and 40 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in engineering in the public institutions received an average annual salary increase of .97 above the cost-of-living. In contrast, in the private institutions the annual average salary increase was .5 percent below the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in engineering, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the disciplines/major field of engineering is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in engineering in the 1991-92 public study was higher than the hiring rate of ALL MAJOR FIELDS. However, in the public 1994-95 and the private 1991-92 and 1994-95 studies the hiring rate for new assistant professors in engineering was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of engineering has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN ENGINEERING-RELATED TECHNOLOGIES FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including engineering-related technologies. The CIP defines the discipline/major field of engineering-related technologies as,

> A summary of groups of instructional programs that prepare individuals to apply basic engineering principles and technical skills in support of engineering and related projects.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 93--15).]

The article summarizes the overall average salary increases in the discipline/major field of engineering-related technologies for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the

517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of engineering-related technologies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.4 for associate professors of engineering-related technologies in the 1991-92 public study means that 32.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of engineering-related technologies in the 1991-92 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of engineering-related technologies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
	DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																	
PUBLIC 1991-92:																		
AVERAGE SALARY:	49258	209	53	40694	273	59	35212	280	58	33986	34	21	28052	81	30	39782	843	65
FAC MIX PCT:	24.8%			32.4%			33.2%			4.0%			9.6%			100.0%		
SALARY FACTOR:	0.94			0.98			1.02			1.00			1.07			0.95		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
	DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																	
PUBLIC, 1994-95:																		
AVERAGE SALARY:	55878	252	60	46671	342	67	39426	291	66	38922	36	20	31266	77	28	45658	962	75
FAC MIX PCT:	26.2%			35.6%			30.2%			3.7%			8.0%			100.0%		
SALARY FACTOR:	0.98			1.03			1.05			1.10			1.11			1.00		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																	
PRIVATE, 1991-92:																		
AVERAGE SALARY:	51900	21	8	43240	39	12	34213	34	12	39000	2	2	31930	15	10	40536	109	17
FAC MIX PCT:	19.3%			35.8%			31.2%			1.8%			13.8%			100.0%		
SALARY FACTOR:	0.97			1.06			1.01			1.20			1.17			0.97		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
	DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES MAJOR FIELD: Engineering-Related Technologies																	
PRIVATE, 1994-95:																		
AVERAGE SALARY:	49088	30	12	45177	39	17	37545	28	14	35000	1	1	40205	6	4	43952	103	21
FAC MIX PCT:	29.1%			37.9%			27.2%			1.0%			5.8%			100.0%		
SALARY FACTOR:	0.83			1.01			1.01			1.00			1.35			0.95		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of engineering-related technologies was reported in 65 of the 223 public institutions. The average salary of the 843 faculty was $39,782. This average salary was approximately 5.6 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, engineering-related technologies was reported in 75 of the same 223 public institutions. The average salary of the 962 faculty was $45,658. This average salary was approximately .4 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of engineering-related technologies in the public institutions studied was 14.8 percent ($45,658 minus $39,782 equals $58766). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in engineering-related technologies average faculty salaries over the three-year period by 6 percent or an average of 2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of engineering-related technologies (14.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.7 percent less than faculty in the discipline/major field of engineering-related technologies.

In the 1991-92 study the faculty mix percentage in engineering-related technologies is lower at the professor rank than at the assistant professor rank: 24.8 percent vs. 33.2 percent; in the 1994-95 study it is 26.2 percent vs. 30.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in engineering--related technologies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.0 percent (34/843) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.7 percent (36/962) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of engineering-related technologies was reported in 17 of the 345 private institutions. The average salary of the 109 faculty was $40,536, an average salary 3.2 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 21 of the same 345 private institutions reported engineering-related technologies. The average salary of the 103 faculty was $43,952, an average salary 5.4 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in engineering--related technologies in the private institutions studies was 8.4 percent ($43,952 minus $40,536 equals $3,416). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of engineering-related technologies over the three-year time period, is .4 percent or .13 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to engineering-related technologies (8.4%), the faculty in ALL MAJOR FIELDS increased their salaries 1.4 percent (10.7% minus 8.4% equals 2.3%) more than faculty in engineering-related technologies.

In the 1991-92 study in the discipline/major field of engineering-related technologies, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 19.3 percent vs. 31.2 percent. However, in the 1994-95 study it is higher: 29.1 percent vs. 27.2 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in engineering-related technologies was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 1.8 percent (2/109) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 1 percent (1/103) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of engineering-related technologies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions---were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,017 (1%) faculty in the discipline/major field of engineering-related technologies participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of engineering-related technologies in 1991-92 were five percent and three percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in engineering-related technologies in 1994-95 were the same as and five percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in engineering-related technologies in the public institutions received an average annual salary increase of 2 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was .13 percent below the cost-of-living.

Third, in the 1994-95 private study for engineering-related technologies, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1991-92 and 1994-95 public studies and in the 1991-92 private study the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that the discipline/major field of engineering-related technologies is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in engineering--related technologies in both the 1991-92 and 1994-95 public and private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of engineering-related technologies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN ENGLISH LANGUAGE AND LITERATURE/LETTERS FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including English language and literature/letters. The _CIP_ defines the discipline/major field of English language and literature/letters as,

> A summary of groups of instructional programs that describe the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 110--23).]

The article summarizes the overall average salary increases in the discipline/major field of English language and literature/letters for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of English language and literature/letters for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.3 for associate professors of English language and literature/letters in the 1991-92 public study means that 26.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of English language and literature/letters in the 1991-92 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of English language and literature/letters with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS																		
PUBLIC 1991-92: MAJOR FIELD: English Language and Literature/Letters																		
AVERAGE SALARY:	49492	1644	206	38838	1354	206	31022	1445	209	30216	195	112	23355	701	132	37938	5144	213
FAC MIX PCT:	32.0%			26.3%			28.1%			3.8%			13.6%			100.0%		
SALARY FACTOR:	0.95			0.93			0.90			0.89			0.89			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS																		
PUBLIC, 1994-95: MAJOR FIELD: English Language and Literature/Letters																		
AVERAGE SALARY:	53512	1650	208	41601	1360	212	33823	1422	211	31432	202	101	24829	676	121	41064	5108	214
FAC MIX PCT:	32.3%			26.6%			27.8%			4.0%			13.2%			100.0%		
SALARY FACTOR:	0.94			0.92			0.90			0.88			0.88			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS																		
PRIVATE, 1991-92: MAJOR FIELD: English Language and Literature/Letters																		
AVERAGE SALARY:	49128	947	265	38300	700	247	30811	884	272	29377	131	90	26174	138	82	39034	2669	314
FAC MIX PCT:	35.5%			26.2%			33.1%			4.9%			5.2%			100.0%		
SALARY FACTOR:	0.92			0.94			0.91			0.91			0.96			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS																		
PRIVATE, 1994-95: MAJOR FIELD: English Language and Literature/Letters																		
AVERAGE SALARY:	54265	1021	281	41315	803	261	33731	829	265	32131	95	78	26224	161	91	42916	2814	318
FAC MIX PCT:	36.3%			28.5%			29.5%			3.4%			5.7%			100.0%		
SALARY FACTOR:	0.92			0.92			0.91			0.92			0.88			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of English language and literature/letters was reported in 213 of the 223 public institutions. The average salary of the 5,144 faculty was $37,938. This average salary was approximately 10.7 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, English language and literature/letters was reported in 214 of the same 223 public institutions. The average salary of the 5,108 faculty was $41,064. This average salary was approximately 11.7 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of English language and literature/letters in the public institutions studied was 8.2 percent ($41,064 minus $37,938 equals $3,126). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in English language and literature/letters average faculty salaries over the three-year period by .6 percent or an average of .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of English language and literature/letters (8.2%), the faculty in ALL MAJOR FIELD received a relative increase in their salaries of .9 percent more than faculty in the discipline/major field of English language and literature/letters.

In the 1991-92 study the faculty mix percentage in English language and literature/letters is higher at the professor rank than at the assistant professor rank: 32.0 percent vs. 28.1 percent; in the 1994-95 study it is 32.3 percent vs. 27.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in English language and literature/letters in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.8 percent (195/5,144) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 4 percent (202/5,108) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of English language and literature/letters was reported in 314 of the 345 private institutions. The average salary of the 2,669 faculty was $39,034, an average salary 7.2 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 318 of the same 345 private institutions reported English language and literature/letters. The average salary of the 2,814 faculty was $42,916, an average salary 7.9 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in English language and literature/letters in the private institutions studies was 9.9 percent ($42,916 minus $39,034 equals $3,882). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of English language and literature/letters over the three-year time period, is 1.1 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to English language and literature/-letters (9.9%), the faculty in ALL MAJOR FIELDS increased their salaries .8 percent (10.7% minus 9.9% equals .8%) more than faculty in English language and literature/letters.

For both studies in the discipline/major field of English language and literature/letters, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 35.5 percent vs. 33.1 percent (1991-92); and 36.3 percent vs. 29.5 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in English language and literature/letters was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.9 percent (131/2,669) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.4 percent (95/2,814) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of English language and literature/letters and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions---were conducted for the baseline year and for the trend year--a total of four studies. A total of 15,735 (7.9%) faculty in the discipline/major field of English language and literature/letters participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of English language and literature/letters in 1991-92 were ten percent and seven percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in English language and literature/letters in 1994-95 were ten percent and seven percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in English language and literature/letters in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in English language and literature/letters, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of English language and literature/letters is firmly established and on going in the academy.

Finally, while the hiring rate for new assistant professors in English language and literature/letters in the private 1991-92 study was higher than the hiring rate of ALL MAJOR FIELDS, the hiring rate was lower in the public 1991-92 and 1994-95 studies and higher in the private 1994-95 study.

Because a significant data base of average faculty salaries in the academic discipline/major field of English language and literature/letters has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN FOREIGN LANGUAGES AND LITERATURES FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990, including foreign languages and literatures. The *CIP* defines the discipline/major field of foreign languages and literatures as,

> A summary of groups of instructional programs that describe the study of languages other than English, and the study of related aspects of foreign literatures and cultures.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990]. p. 99--16).]

The article summarizes the overall average salary increases in the discipline/major field of foreign languages and literatures for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of foreign languages and literatures for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT

factor of 28.7 for associate professors of foreign languages and literatures in the 1991-92 public study means that 28.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of foreign languages and literatures in the 1991-92 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of foreign languages and literatures with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	50457	499	149	39401	521	158	31263	611	163	29950	84	57	24062	184	82	38146	1815	188
FAC MIX PCT:	27.5%			28.7%			33.7%			4.6%			10.1%			100.0%		
SALARY FACTOR:	0.97			0.95			0.90			0.88			0.92			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	54471	480	148	42244	549	159	34182	622	166	31643	86	58	25826	221	81	40762	1872	193
FAC MIX PCT:	25.6%			29.3%			33.2%			4.6%			11.8%			100.0%		
SALARY FACTOR:	0.95			0.93			0.91			0.89			0.91			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	50516	444	173	39486	483	179	31884	546	195	30014	77	59	26067	96	64	39141	1569	263
FAC MIX PCT:	28.3%			30.8%			34.8%			4.9%			6.1%			100.0%		
SALARY FACTOR:	0.95			0.97			0.94			0.93			0.95			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES MAJOR FIELD: Foreign Languages and Literatures																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	55227	469	175	43288	515	182	35162	538	198	32793	78	58	28383	117	70	42973	1639	261
FAC MIX PCT:	28.6%			31.4%			32.8%			4.8%			7.1%			100.0%		
SALARY FACTOR:	0.93			0.96			0.95			0.94			0.95			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of foreign languages and literatures was reported in 188 of the 223 public institutions. The average salary of the 1,815 faculty was $38,146. This average salary was approximately 10.1 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, foreign languages and literatures was reported in 193 of the same 223 public institutions. The average salary of the 1,872 faculty was $40,762. This average salary was approximately 12.5 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of foreign languages and literatures in the public institutions studied was 6.9 percent ($40,762 minus $38,146 equals $2,616). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase foreign languages and literatures average faculty salaries over the three-year period by 1.9 percent or an average of .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of foreign languages and literatures (6.9%), the faculty in ALL MAJOR FIELDS received a relative increase of 2.2 percent more than the faculty in the discipline/major field of foreign languages and literatures.

In the 1991-92 study the faculty mix percentage in foreign languages and literatures is lower at the professor rank than at the assistant professor rank: 27.5 percent vs. 33.7 percent; in the 1994-95 study it is 25.6 percent vs. 33.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in foreign languages and literatures in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.6 percent (84/1,815) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 4.6 percent (86/1,872) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of foreign languages and literatures was reported in 263 of the 345 private institutions. The average salary of the 1,569 faculty was $39,141, an average salary 6.9 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 261 of the same 345 private institutions reported foreign languages and literatures. The average salary of the 1,639 faculty was $42,973, an average salary 7.8 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in foreign languages and literatures in the private institutions studies was 9.8 percent ($42,973 minus $39,141 equals $3,832). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of foreign languages and literatures over the three-year time period, is 1 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus

$41,830 equals $4,478). In comparison to foreign languages and literatures (9.8%), the faculty in ALL MAJOR FIELDS increased their salaries .9 percent (10.7% minus 9.8% equals .9%) more than faculty in foreign languages and literatures.

For both studies in the discipline/major field of foreign languages and literatures, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 28.3 percent vs. 34.8 percent (1991-92); and 28.6 percent vs. 32.8 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in foreign languages and literatures was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.9 percent (77/1,569) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 4.8 percent (78/1,639) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of foreign languages and literatures and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,895 (3.5%) faculty in the discipline/major field of foreign languages and literatures participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same

345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of foreign languages and literatures in 1991-92 were nine percent and six percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in foreign languages and literatures in 1994-95 were 11 percent and seven percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPIand indicates that the faculty in foreign languages and literatures in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in foreign languages and literatures, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of foreign languages and literatures is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in foreign languages and literatures in both the 1991-92 and 1994-95 public and private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of foreign languages and literatures has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345